



Fleet and Industrial Supply Center - Norfolk, Virginia

# Supply Chest

December 16, 2005

Ready - Resourceful - Responsive!

Vol. 56 No. 19

## FISC Norfolk rings in the holiday season with annual celebration

Santa was on hand to welcome employees at the annual FISC Norfolk holiday celebration Dec. 15. The mall area of the sixth floor in Building W-143 was filled with employees ringing in the holiday season. The event featured a spirited caroling contest. The festively attired carolers were accompanied by Davis Young on piano. The winners of the annual holiday decorating contest were also announced. Turn to pages 4-5 to find out who the winners in the caroling contest and the holiday decorating contest. There are also photos of the winning entries.



### Welcome aboard Crane!

FISC Norfolk Commanding Officer Capt. Tim Ross (second from right) was on hand at a ceremony at Crane, In. Dec. 7 welcoming Supply Management Department Midwest into the FISCN family. Also attending the alignment ceremony were Patty Price, employee of Supply Management Department Midwest; John "Jack" J. Speaker, Jr., Deputy Department Head of Supply Management Department Midwest; Col. Todd R. Smith, Commanding Officer of Crane Army Ammunition Activity; Capt. Joseph A. Erler, Department Head, Supply Management Department Midwest; Cmdr. John A. Kliem, Officer-in Charge, NAVFAC Midwest Detachment Crane; Capt. Mark S. Welsh, Commanding Officer, Naval Surface Warfare Center, Crane and Officer-in-Charge of Naval Support Activity Crane; Capt. Ross; and Bryan Sickel, Supply Management Department Midwest.

## From the Commanding Officer ... A year to remember - Happy Holidays

By Capt. Tim Ross, Commanding Officer

When you read this issue of "Supply Chest" we will be in the thick of the holiday season. For many of us this season is a time to reflect on the year that is passing and a time to remember, and hopefully spend time with, our family and friends.

For the FISC Norfolk family this has truly been a year to remember. Not only did we continue to provide the full range and depth of services to our customers but we did so in the midst of historical changes. Implementation of the A-76 Most Efficient Organization, stand up of the COMFISCs Standard Organization, support of various BRAC related requirements, roll out of Lean Six Sigma efforts etc. And just for good measure, hurricane Katrina put the Navy's operating forces in action on short notice and your support of that mobilization was a major factor in getting help to Katrina's victims along the Gulf Coast.

And in 2005 the FISC family has been growing. With the alignment of supply operations at Crane, Indiana; Carderock, Mary-

land; SUPSHIP Newport News; Portsmouth Naval Shipyard; NAVFAC Mid-Atlantic and the establishment of FISC Supply Departments Midwest and Northeast. Overall over 800 civilian, military and contractor personnel have joined the FISC Norfolk team.

Despite this whirlwind of change the FISC Norfolk tradition of excellence and achievement remains strong. Because of your resourcefulness, dedication and commitment to mission our performance has remained strong despite the many challenges this year presented.

I hope you will find the time during this busy season to be with those who matter most in your lives. As you do so I would ask you to remember all of those who will not be home for the holidays, those deployed across the globe in the defense of our nation. These men and women, many of them our friends and relatives, many more our customers and business partners, deserve our best wishes for a speedy and safe return.

Wishing all of you a happy holiday and looking forward to a spectacular 2006!



A handwritten signature in black ink, appearing to read "Tim Ross".

**Happy Holidays from the Supply Chest**  
**Our next issue will be on January 13. Have a safe and happy holiday season and a happy new year.**

## Supply Chest

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## Admiral's Quarters ... Happy Holidays

Looking back on 2005, I am proud of your hard work and numerous successes achieved throughout the past year. As groups and individuals, you have succeeded in guiding COMFISCs through several milestones and initiatives that have resulted in better and more efficient business practices. One of these drives aimed at an aligned chain of supply functions Navy-wide is Material Support Integration.

The integration of supply functions with Commander, Navy Installations is in progress and is projected to continue well into 2006. This is the largest realignment we have experienced - one that involves all seven FISCs and a transfer of nearly 2,000 civilian and military personnel. Further realignments are on the horizon, all of which will result in enhanced logistics capability across the organization. Chances are you will be involved in one of these realignments and I appreciate your teamwork in making this initiative a success. There are numerous benefits that can be gained from the merging of numerous sources of logistical talent and knowledge into one organization.

We have achieved great things and we have much to accomplish in the new year. I wish the entire COMFISCs team and their families good health and much happiness during this holiday season. Drive carefully, use designated drivers and set aside plenty of time for celebrations with family and friends. I look forward to your safe return in 2006.

Happy Holidays!



Rear Adm. W. A. Kowba, COMFISCs

## A Safety Message from the COMFISCs Chief of Staff

By Capt. Craig Herrick

As you prepare for gatherings with friends and family this holiday season, I wanted to take a minute to ask that you keep safety in mind; we want each and every one of you returning to work safe, healthy, and well rested in 2006. Holiday dangers lurk in the forms of the alcohol, automobiles, late nights and bad weather, and the presence of just one (or even none) of these ingredients can change a life forever. Hazards are no stranger to seemingly innocent settings. I'm not trying to scare you...much...but safety is something to plan into your holiday events.

Additional information on the following tips may be found on the Web sites provided below. Each contains some good additional information to consider.

**Designated driver...**Use a designated driver to transport party guests and avoid driving between the hours of midnight and 6 a.m. Statistics show that alcohol, fatigue and unsafe driving practices take an especially hard toll on the safety numbers during these hours. There are many accidents that could have been avoided with the designation of a responsible driver.

**Travel tips...**When traveling, allow yourself time for plenty of rest stops and maintain your energy level with healthy meals and plenty of water. Map the destination ahead of time and carry a cell phone. Wear your seatbelt at all times! Don't feel the need to pull an "all-nighter" on the road. Your destination will be waiting for you regardless of the timetable and your friends and family want you to arrive safe and ready for holiday celebrations.

**Decorations...**Now to the less obvious culprits of the season - that tree with the piney smell, not to mention the steady drop of needles and sap on the carpet. Regardless, it's a tradition and one that can be safe with a few simple precautions. Use only non-combustible or flame-resistant materials to trim a tree and never use lighted candles. Keep branches away from heat sources and water the tree regularly. Monitor needles for excessive dryness - if you find yourself vacuuming every five minutes, consider the reality that it may be time for disposal. When purchasing an artificial tree (much less messy!) look for the label "fire resistant." It also couldn't hurt to make sure that smoke



detector is in tip-top shape. (A check at least every six months is a good rule of thumb.)

**Make time for fun...**Most importantly enjoy yourself this holiday season. I look forward to all the great things we will accomplish throughout the Commander, Fleet and Industrial Supply Centers organization in the coming year.

Have a safe and happy holiday!

For more information on holiday safety, log on to [www.nsc.org/library/facts/holseasn.htm](http://www.nsc.org/library/facts/holseasn.htm) or [www.safetycenter.navy.mil/seasonal/holidayseason.htm](http://www.safetycenter.navy.mil/seasonal/holidayseason.htm).

## ***FISC Norfolk Holiday Decorating Contest Winners***



### ***First Place***

***Code 308, Business Process Solutions, earned first place honors with their entry entitled Merry Shepherds Incorporated (MSI).***

### ***Second Place***

***Code 303, Security, earned second place honors with their entry entitled Lightings Away.***



### ***Third Place***

***Code 308, Requirements, earned third place honors with their entry entitled Merry Christmas from Flakesville***





## ***FISC Norfolk Caroling Contest Winners***



### ***First Place***

***Code 400 performed a revamped version of Sleighride, which earned them first place honors.***

### ***Second Place***

***Code 300 performed a rousing rendition of their original song entitled Working in a FISCN Wonderland, sung to the tune of Walking in a Winter Wonderland.***



### ***Third Place***

***Code 500 performed the traditional carol entitled Up on the Housetop. Their efforts earned them third place honors.***

## BRAC Corner

### What is BRAC?

BRAC is an essential component of the Department of Defense (DoD) strategy to transform the military to meet the challenges of the 21<sup>st</sup> century. By eliminating excess capacity and capitalizing on the joint capabilities of the services, we will be in a better position to support the warfighters and respond to the threats of a changing world.

If your activity is recommended or eventually approved for realignment or closure, don't automatically assume your job will be eliminated. Also keep in mind that help will be readily available if BRAC does, in fact, affect your job directly. There are programs in place to help employees affected by BRAC to continue their DoD careers or to pursue other options. Involuntary separations will be kept to a minimum. Even though the Department's civilian workforce has been reduced by 40 percent since the first BRAC rounds began in 1988, less than 10 percent of the affected employees were involuntarily separated. The programs that produced these results are still in place today, and others have been recently added.

If your installation is on the initial BRAC list, you'll naturally have some important questions. What does this mean to me personally? Will I still have a job? If not, what kind of help will be available? Before addressing these concerns, it's helpful to understand more about the process first.

The initial BRAC list includes the actions considered necessary by the Secretary of Defense to meet the Department's overall restructuring needs. While an average of 85 percent of the Secretary's recommendations in past BRAC rounds were ultimately approved and carried out, it's important to understand that the Base Closure and realignment Commission has the authority to make changes to the list before sending it to the President and Congress for final approval. If your base is on the initial list, the Commission could either delete it or change the recommended action. If your base is not on the list, it could be added.

There are two types of BRAC actions that can affect civilian employees:

### Realignment

Realignment means relocating a specific type of work or "function," and the civilian positions needed to perform the work, from BRAC bases to other DoD installations. The specific circumstances will determine how the employees currently performing the work will be affected. In some cases, some or all of

the employees may receive offers to follow their jobs to the new location. If you're affected by realignment and don't receive a relocation offer, you might be considered for placement in another position at your current installation. If there are not enough positions for the employees who are available for work, your agency may apply reduction in force (RIF) retention factors to determine the order of job offers.

### Closure

Closure means that the installation will no longer have a mission and all jobs will either be eliminated or relocated, except for those needed for "caretaker" operations such as disposal of property and equipment and environmental cleanup. If your job is in a function that is relocating, the information that is in the previous "realignment" paragraph applies to you. If your job is eliminated, you will be separated not later than the effective date of base closure unless you find employment elsewhere, separate voluntarily, or are offered a caretaker position. Involuntary separations will be processed using formal RIF procedures. (Note: Depending on your installation's drawdown schedule, it may be necessary to conduct one or more pre-closure RIFs. These actions may include a combination of involuntary separations and demotions. If you are involved in a pre-closure RIF, you will compete for

retention with other employees based on the RIF retention factors."

If your base is on the final BRAC list, your future will depend on the type of action being taken and the specific procedures that will be necessary to implement the BRAC plan for your activity. If separations cannot be avoided, your installation will work to lessen the number of affected employees through the use of voluntary separation incentives, voluntary early retirement, and other measures. If separations cannot be averted, displaced employees will receive written notices in advance of the separation date and they will be eligible for the various types of transition assistance.

Since RIF is the process most often used to separate employees who are adversely affected by BRAC, you will probably want to familiarize yourself with RIF procedures if you learn that your job is being eliminated.

A final decision to realign or close your base could result in the relocation or abolishment of your job. If that happens, you shouldn't feel responsible. It's not because of something you did or didn't do. It's the result of circumstances beyond your control. Understand that you're not alone and that everything possible will be done to ensure you have every opportunity to continue your federal career should you choose to do so.

## Building W-143 gets new electronic marquee sign



*If you thought you noticed something different when you arrived for work this week, it wasn't your eyes playing tricks on you. The new electronic marquee in front of Building W-143 is a state-of-the-art full color sign that can display text, graphics, photographs and full-motion video*



## Holiday greetings from the Secretary of the Navy

To the men and women of the Navy and Marine Corps team, warm wishes for a joyous holiday season and deep gratitude for your dedicated service. You continue the honored tradition of past generations of American Sailors and Marines by protecting and defending liberty and freedom. Your nation, your fellow Americans, and our friends and allies around the world respect and value your commitment.

Every American is blessed to live in the land of the free and the home of the brave. American military strength and compassion have been demonstrated this year in Iraq and Afghanistan and in humanitarian missions where countless lives were saved and suffering alleviated by your professional-

ism and skill.

Wherever you gather with family and friends this holiday season, stay safe and keep your families and shipmates safe. For those of you who are far from home and who go in harm's way, you are always in our thoughts and prayers. Know that your mission is important and your sacrifice is appreciated.

It has been my great honor and privilege to be your Secretary for now my fifth Christmas. May God bless you and your families during this holiday season and in the year to come. May God continue to bless the United States of America. Merry Christmas and Happy New Year!



## Destination Afghanistan: a Supply Corps officer's journey to the front

*Editor's note: Lt. Robert James was the logistics support officer at FISC Norfolk. This is the second of a series of dispatches from Lt. James as he journeys to Afghanistan for assignment*

Everything continues to go well. We received HMMWV (High-Mobility Multipurpose Wheeled Vehicle) and Combat Life Saving (CLS) training last week. Seeing and driving a fully armored HMMWV (coupled with the IED training) was quite an eye opener. The thickness of the metal armored plating and glass gave us all a sense that we really are heading into harms way. CLS was also pretty interesting, since all situations are based on a combat scenario, and the traditional first-aid concepts that I was taught all these years is quite different than that on the battlefield. The old ABCs (airway, breathing, and circulation) have been replaced with CAB (complete the mission then airway and breathing), which starts off with fire superiority, THEN try and help the injured. I also had to start an IV on one of my battle buddies (Army talk for shipmate), and managed to get a catheter (a thin and flexible tube inserted into a bodily passage or cavity in order to allow fluids to pass into or out of the body) to administer a saline solution. (I have to admit I get pretty lucky and had a successful stick my first try).

All is well on the home front, although my father keeps asking me what the heck a Sailor



*Lt. Robert James*

is doing shooting 50mm machine guns and starting IVs, and that I should be in the Caribbean listening to the soft sounds of waves hitting the bow.

I will keep you informed as we go along.

## Joint Chiefs Chairman releases 2005 holiday message

Throughout our history, the men and women of the armed forces have spent many holidays far from loved ones, serving to defend the ideals of freedom and liberty that Americans hold so dear.

Today, you continue to display that same uncompromising devotion to duty. From full combat operations to critical relief missions, your efforts across the globe bring peace to troubled lands and hope to those in need.

Although it is never easy to be away from home, especially during the holidays, your sacrifices come during a vital time in our nation's history. You may be justifiably proud of your steadfast service in promoting freedom and defending our way of life.

The Joint Chiefs of Staff join me, and the rest of America, in sending you and your families our very warmest wishes for a safe and happy holiday season.





*FISC Supply Management Department, MidAtlantic, Philadelphia Division Director Rich Sweeney (left) presents Kevin Coleman (center) with a certificate and pin acknowledging his 25 year length of service milestone. On hand and assisting with the presentation was FISC coworker, Gene Hunking (right) from the Mechanicsburg, Penn. site.*



*DDNV Commander Capt. John Qua congratulates DDNV Deputy Commander Robert King for his 30 years of federal service.*



*DDNV Commander Capt. John Qua congratulates Melvin Riggs for his 20 years of federal service.*



*DDNV Commander Capt. John Qua congratulates Kathy King for her 25 years of federal service.*



*DDNV Commander Capt. John Qua congratulates Connie Johnson for her 30 years of federal service.*



*DDNV Commander Capt. John Qua congratulates Linda Dean for her 35 years of federal service.*